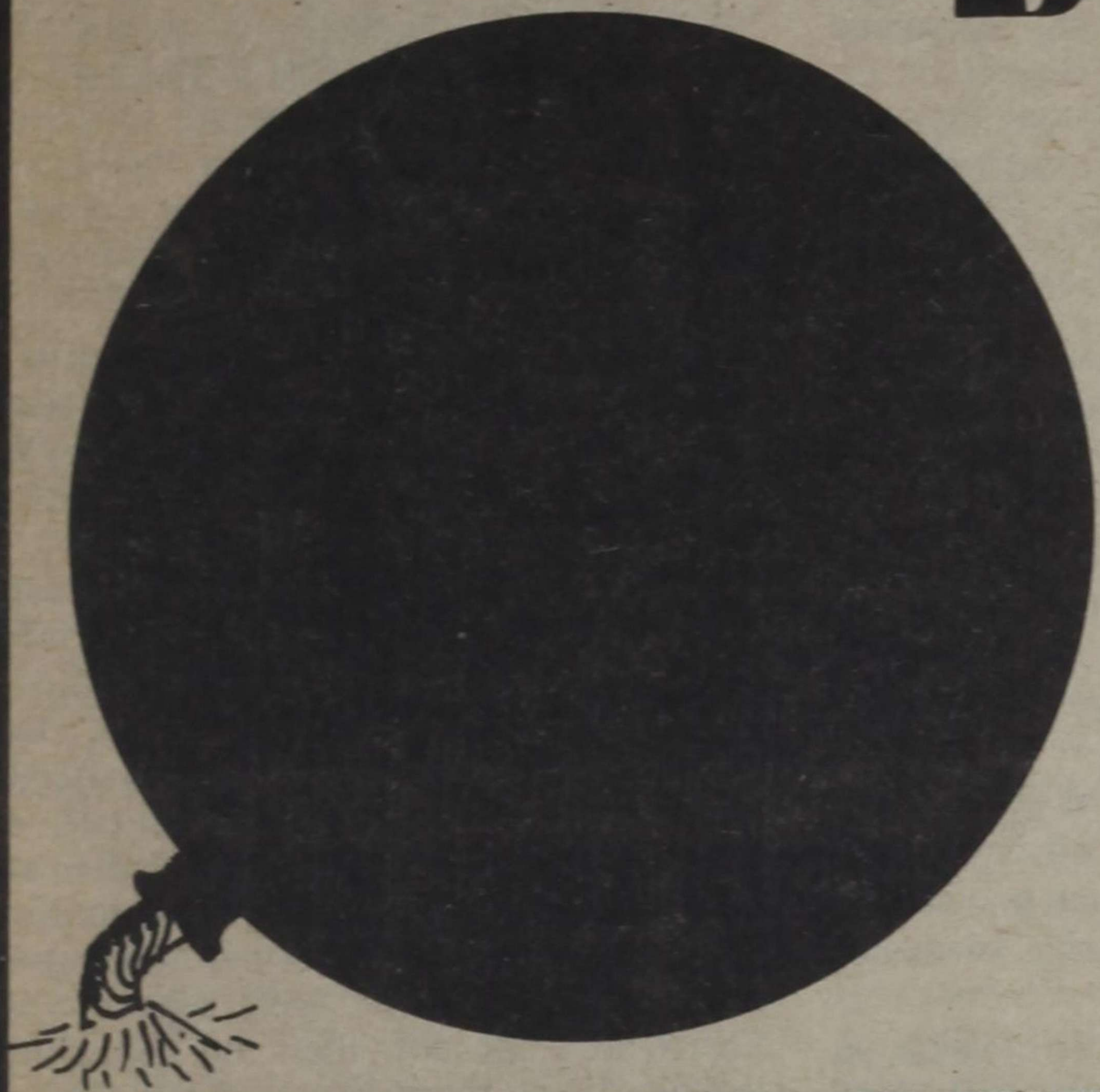


# the Ring



*"And of course it may be that all I have been telling you is wrong. For you cannot be certain about a thing you cannot see. And people say so much!"*

—The Eskimo Nuliajuk, a remark made to Knud Rasmussen, *The Netsilik Eskimos: Social Life and Spiritual Culture: Report of the Fifth Thule Expedition, 1921-214 [1931]*.

Volume 2, Number 14, October 6, 1976

## University of Victoria

### Faculty okays hiring policy

The Faculty Association has approved a proposed faculty recruitment policy that would give preference to the hiring of Canadians.

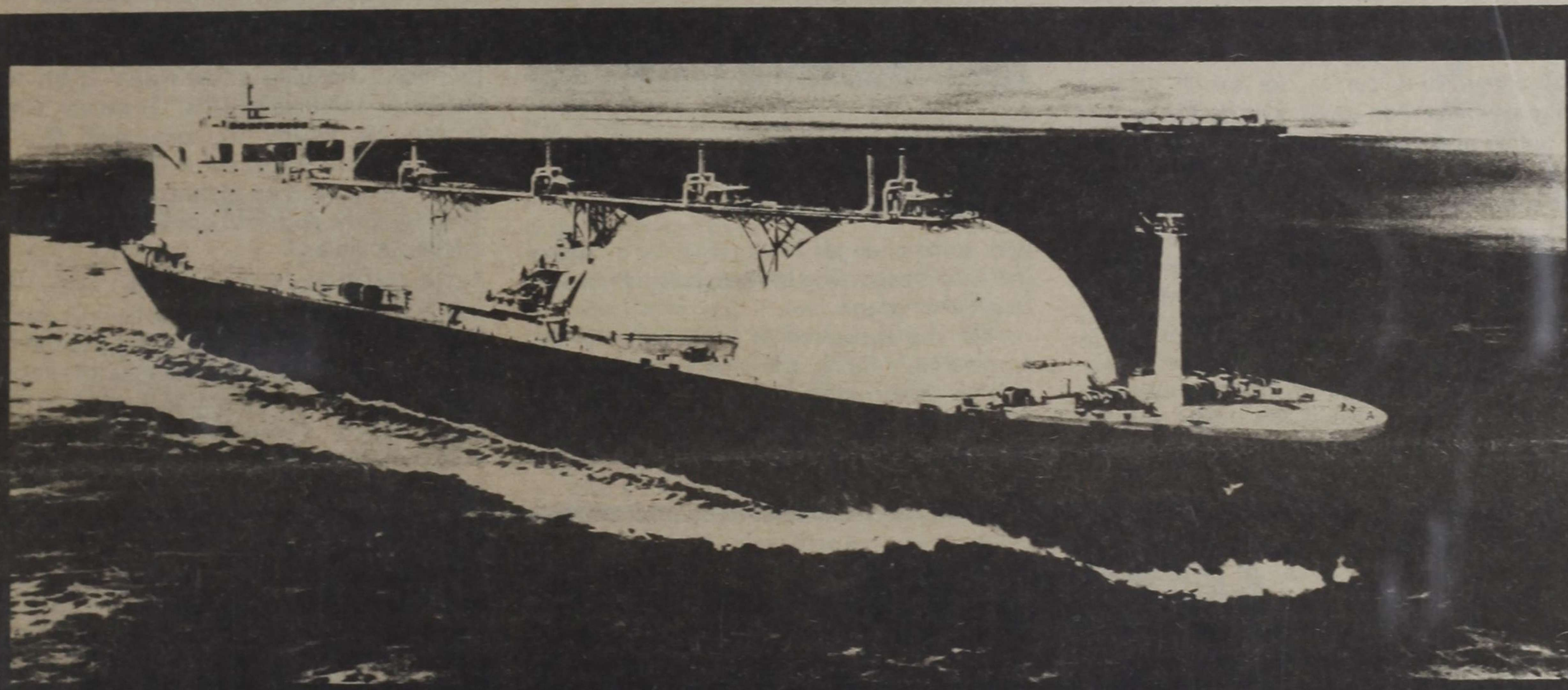
The policy, drafted first by the administration's executive council and later revised after it sparked controversy last spring, will likely be brought by President Howard Petch before the October meeting of the Board of Governors for final approval.

The Faculty Association had a special debate on the policy last April, approving, with some changes of wording, the first two sections of the policy, but failed to reach agreement over the third section which is the crux of the matter.

At a special meeting in September, the third section was again debated, and this time approved.

The executive council revised the third section in May, and at a special meeting in September, the Faculty Association debated the new version, and this time approved it.

(Continued on page 2)



**This is an efficient way to transport gas, and it's also a floating megatonic nightmare**

## SUPER GAS TANKERS POSE BIG BOMB THREAT

By John Driscoll

A blast comparable to that of a multi-megaton hydrogen bomb could happen by accident in the waters around Vancouver Island, according to a UVic professor and explosives expert.

Dr. John Dewey, Dean of Academic Affairs, told *The Ring* in an interview he is becoming increasingly concerned about the possibility of an accident involving a supertanker transporting liquified natural gas (LNG).

"There has been a lot of talk about the dangers involved in the use of nuclear energy, but that's peanuts compared to hazards like this one," he said.

"If there were a collision and all the gas were to leak out from such a tanker you could have an explosion equivalent to that of a 20-megaton bomb."

Dewey quickly added that it was extremely unlikely that all the gas would leak out in a collision. "But even if only a fraction of the gas escaped, the resultant explosion could be in the megaton range and would cause damage up to several miles away."

The explosion would be many times more

powerful in terms of the blast wave, than the atomic bombs dropped on Hiroshima and Nagasaki, he said.

Dewey listed a number of incidents involving accidents with LNG to illustrate the potential hazard.

In Cleveland in 1964, an explosion of LNG sent flames over a 50-block area and 2,080 feet up in the air.

A few years ago in Crescent City, Ill. several railway tank cars loaded with liquid propane gas were derailed at a railway crossing. Some time later an explosion occurred which destroyed a major part of the city.

In both cases the amount of LNG which exploded was small compared to the amount carried by a supertanker.

Supertankers which can carry 72,000 cubic metres of liquid have been built.

Dewey, a man who chooses his words carefully, said it seems likely that some of these supertankers will be used to transport LNG from Alaska.

"At this time there appear to be no plans to transport liquified natural gas through the

Strait of Juan de Fuca but who knows what might be decided in future?

"We do know the supertankers are being built and that natural gas has been discovered in Alaska," he said.

Dewey explained that natural gas is cooled and put under pressure in order to transport it.

"In a collision this gas could leak out, mix with the atmosphere and form a huge 'bubble' on the surface of the water. The slightest spark, which would be inevitable, could set off an explosion of tremendous magnitude."

If such an explosion occurred in the strait of Juan de Fuca, for example, it could cause widespread damage in the Gulf Islands and Vancouver Island, he said.

"The potential hazard on shipping routes throughout the world should be given careful study," said Dewey. "There are at least two dozen of these LNG supertankers in operation today."

In some of his laboratory experiments

(Continued on page 2)

### Some good news

Faculty and staff can count on keeping their pay increases, which became effective July 1.

President Howard Petch said last week he has received confirmation from the Anti-Inflation Board that the wage increases for faculty and administrative-professionals have been approved.

Earlier approval was given to the indoor local of the Canadian Union of Public Employees (CUPE).

However, approval is still pending on the outdoor local's contract. It can be speculated that this is only a matter of time, because its increase is in line with the other groups.

Petch has said pay increases for all groups were around the 9.3 per cent mark.

The increases were granted in July with the proviso that they were still subject to the approval of the AIB.



## ...Bomb threat

Continued from page 1)

Dewey has studied the blast from only a few grains of explosives but he is also familiar with large blasts and their effects.

For several years he was with the Suffield Experimental Station in Ralston, Alta. and as head of the aerophysics and shock tube division supervised the measurement of the blast waves produced by the detonation of up to 500 tons of TNT in a single explosion.

His concern now is with shock waves and what happens when they reflect off a rigid surface.

Dewey said the study of effects of explosions began primarily because of the concern about nuclear attack. "There seems to be little interest there now but large-scale explosions do occur."

He cited the example of an explosion in a mine. "The blast wave runs down the tunnel. We want to know how that blast wave is slowed down, what happens to the wave at a junction and what we can do to reduce the effects of blast waves."

Another example is that of explosions in grain elevators. "Wheat dust mixed in the right quantities with air makes a highly-efficient explosive. We want to know how to prevent such explosions and how to reduce the blast wave."

While his duties as a Dean take up a lot of his time Dewey still finds time to spend on his current research for which he has a National Research Council grant and for research for a private company, for which the university has a contract.

Dewey and his assistants use high-speed photographic techniques to observe the effects of shock waves and shock reflections.

Dewey uses a shock tube, a rectangular metal tube about 15 feet long, to create a shock wave. Into one end is pumped compressed air which is held in place by a plastic diaphragm.

When all is ready the diaphragm is burst, allowing the compressed air to escape down

the tube at supersonic speed, creating a shock wave.

Dewey explained that a shock wave produces large increases in the density, temperature and pressure of the air. "Where sound waves are like ordinary waves on the sea shock waves are like surf," he said.

The experiments are over in much less than a twinkling of an eye, in one half a thousandth of a second in fact, but the preparation and studying of results takes considerably longer.

The high speed camera photographs the shock wave during the thousandth of a second that it is passing a glass window in the shock tube.

The camera can take up to 30,000 pictures per second and during the experiment will take about 20 pictures from each of which Dewey and his assistants will make several hundred measurements.

Two lasers are used to take the pictures along with several special mirrors. The actual camera is an innovation developed in Dewey's lab and is probably the least expensive piece of apparatus used, costing only about \$100 to build.

A simple, continuous laser is used to align the optical system with the main laser. The main laser is a high-powered ruby pulsed laser with each pulse lasting an unimaginable thirty one-thousand-millionths of a second.

The pulsed laser fires a beam at a concave mirror which deflects it through a glass window in the shock tube, off another special mirror and back via mirrors and a beam splitter to the camera.

The special-mirror in the shock tube is another innovation developed by Dewey. It is valued at \$7,000 and is perforated by 700 tiny holes through which, during the experiment, thin streams of smoke are injected into the shock tube.

By watching the movement of the smoke streams in the photographs Dewey can calculate the velocity, density, pressure and temperature of the air in the shock wave.

The photographs can also show the action of the shock wave after it hits a rigid surface.

The special mirror in the shock tube went

to two other countries before it arrived at Dewey's lab. There was only one company in the United States willing to attempt to drill the tiny holes in the mirror and another company in England which has the expertise to polish the mirrors once the holes were made.

"The problem is that the mirror must have a very high degree of flatness," explained Dewey.

He said his calculations of the flow and density of shock waves are used to study how the properties of shock waves are affected as they pass over a variety of surfaces.

"This could be of assistance in studying the effects of blast flows in mine and grain elevators and the effect of sonic booms produced by supersonic aircraft flying over various terrains."

In another laboratory Dewey continues studying the effects of large explosions by examining high-speed photographs of blast waves.

He's not now directly involved in large blasts, "but if I ever hear of anyone who's exploding anything I get in touch and ask for various high-speed photographic measurements to be made," he said.

"All of this information can be of value, as long as there are such things as explosions and sonic booms," said Dewey. "There is still much research that needs to be done in order to understand shock waves and the effects of explosions."

## ...Hiring policy

(Continued from page 1)

with some changes in wording, by a "heavy majority", according to association President Rod Symington.

With the exception of some critics in the association's ranks, the intent of the policy was not opposed by the majority of faculty. Apparently one major concern in the wording of the original administration version

was that it would give preference to full professors, if a situation arose where a non-Canadian was to be hired.

Symington said the question was "settled quite amicably" at the September meeting, which was attended by about 50 members. "I was pleasantly surprised."

He said the policy in itself will not necessarily stop hiring irregularities, but "its effect is to sensitize people to this important issue. And I think if people are sensitive to this issue, they will be careful in their hiring."

The main way to ensure that Canadians have a fair chance at being hired here is through proper advertising, he said.

The second section of the policy spells out that new or vacant positions be advertised in appropriate Canadian professional publications, as well as outside the country for the benefit of Canadians living abroad.

The key third section of the revised administration version, based on faculty input, reads: "If the competition produces applicants who, by virtue of academic degrees, scholarly interests and training, research and training experience and accomplishment or potential, and other such qualifications, clearly qualify to be appointed by the General Criteria for the appointment, and if one or more such applicant is a Canadian Applicant, then the appointment will be offered to the best qualified Canadian Applicant. However, when it can be demonstrated that a Non-Canadian Applicant will make a contribution significantly superior to that of any Canadian Applicant, the appointment may be offered to a Non-Canadian."

In approving this section, the association proposed changing a few words in the last sentence, and thus it reads: "However, when it can be clearly demonstrated that a Non-Canadian Applicant is likely to make a contribution superior to that of any Canadian Applicant, the appointment will be offered to a Non-Canadian."

The first clause sets out general criteria for academic appointments and defines Canadian applicant as "a Canadian citizen, or a landed immigrant in Canada at the time of making an application for a faculty position at this University, or one who has had extensive academic training or experience in Canada."

# gazette

The Board of Governors, on Sept. 20, 1976, approved the following appointments and received a report of the following resignations;

### SPECIAL APPOINTMENTS

David S. Thatcher, associate professor, Department of English, reappointed Director of Graduate Studies, Department of English, effective July 1, 1976 to June 30, 1977.

Anthony W. Jenkins, associate professor, Department of English, reappointed Director of Honors, Department of English, effective July 1, 1976 to June 30, 1977.

Roy E.L. Watson, acting chairman, Department of Sociology, reappointed acting chairman to June 30, 1977.

### NEW APPOINTMENTS—ADMINISTRATIVE AND ACADEMIC PROFESSIONAL

Blaine F. Hawkins, B.Sc., M.Sc. (Univ. of Calgary), Victoria, B.C., appointed senior laboratory instructor, Department of Chemistry, effective July 1, 1976.

William J. Morris, B.Sc. (U. of Vic.), Victoria, B.C. appointed senior laboratory instructor, Department of Biology, effective July 1, 1976.

C. Graham C. Shorthill, B.Sc. (U. of Salford), M.Sc., Dip.Ed. (U. of Vic.), Victoria, B.C., appointed senior laboratory instructor, Department of Chemistry, effective July 1, 1976.

### RESIGNATIONS

Ida K. Rigby, assistant professor, History in Art, effective June 30, 1976.

Claudeen Naffziger, assistant professor, Division of Psychological Foundations, Faculty of Education, effective July 1, 1976.

David R. Walker, assistant professor, Department of Psychology, effective June 30, 1977.

The Senate reports the following proceedings from the 134th meeting held on Sept. 15, 1976.

### WINEGARD REPORT

The Senate adopted a resolution requesting the establishment of a joint Board/Senate committee to review the recommendations of the Winegard Report with reference to their implications for the future of the University of Victoria and to report back no later than the November meeting of the Senate.

### SYMONS REPORT

The Senate asked the Committee on Academic Standards to establish an *ad hoc* subcommittee to review the Symons Report with a view to bringing to the attention of Senate those recommendations and other parts of the report of relevance to the University of Victoria.

### GRADING PRACTICES

The Senate adopted a motion to the effect that a letter be written to the deans, directors of schools, and heads and chairmen of departments and divisions informing them of the following Senate policy:

- a) that each instructor be required at the outset of the course to be as specific as possible in informing students how assignments, tests, and other work of the course will be graded, what weight will be given to each part of the course work and, where numerical marks form the basis of the evaluation of the course or any part of the course, what the marks are equivalent to in letter grades;
- b) that Senate reiterates the following resolution adopted on Dec. 10, 1975: that Senate reaffirm that directors, department and division chairmen are charged with the responsibility of ensuring that the grades that are submitted to the Records Office are reasonable and that they have the right to call into question the grades to be so submitted.

The Senate also decided to refer to the committee on teaching and learning four grading practices called to Senate's attention by the Senate committee on appeals as the result of a student appeal. The Senate asked the committee to include these matters

when making an interim report to the Senate in Nov. 1976 and a final report in April, 1977. The Senate also instructed that as much information as possible about the appeal lodged by the student be forwarded to the committee on teaching and learning.

### NEW AWARDS

The following new awards were approved by the Senate and forwarded to the Board of Governors for final approval:

- a) Faculty of Education Memorial Scholarship, in the amount of tuition fees for one year.
- b) The Institute of Chartered Accountants of British Columbia Award, \$100.

### COMMITTEE APPOINTMENTS

The following student senators were appointed to the committees shown for 1976-77: academic standards, John Pennington, T.F. Homer-Dixon; admission and re-registration, W.B. Miller; awards, T.F. Homer-Dixon; committees, Rosemary Gray; continuing education, S.J. MacRae; honorary degrees and other forms of recognition, R.P. Saxer; library, R.P. Saxer; Summer Session, Greg Rideout; teaching and learning, S.J. MacRae.

The following were appointed to Senate committees for terms shown in brackets: academic standards, Walter Muir (1979); awards, J.L. Climenhaga (1979), W.E. Riedel (1979), Robert Swales (1978); continuing education, Arthur Kratzmann (1979), Jesse Read (1979), honorary degrees and other forms of recognition, R.N. O'Brien (1979), P.M. Bates (1979), D.J. Chabassol (1979); library, Sandra Benet (1979), D.J. Koenig (1979), P.R. Stanley-Baker (1979); Summer Session, E.B. Horne (1979), J.-P. Mentha (1979), W.T. Wooley (1979); university budget, B.G. Corry (1978).

### REPORTS RECEIVED

The Senate received the annual report of the *ad hoc* committee on correctional education programs in federal penitentiaries, and a report from the committee on continuing education on courses to be offered through the Division of Continuing Education in the fall of 1976.

### FACULTY OF LAW CALENDAR REGULATIONS

The senate rescinded calendar regulations adopted last year for the first class in Law and replaced them with new calendar regulations proposed by the Faculty of Law to cover all three years of the program and to take effect in the 1976-77 Winter Session. The new regulations will appear in the next issue of the calendar.

### DELETION OF 'DR' FROM STUDENT TRANSCRIPTS

The following motion was passed by the Senate: "that the policy passed by the Senate on May 5, 1976, that is, 'that the notation DR or DROPPED be eliminated from all student transcripts issued from Sept. 1976', not be applied retroactively."

### VACANCIES ON THE SENATE

The Senate instructed the Registrar to conduct elections in accordance with the Universities Act to fill three vacancies on the Senate, two from the Student Association and one from the Faculty of Arts and Science.

### REMEDIAL ENGLISH

As a result of a motion presented to the Senate by a member of Senate, the Senate decided to instruct the committee on committees to strike an *ad hoc* committee to seek information on action taken by the University of British Columbia and on this university's experience with its remedial English program since its inception, to examine the desirability of discontinuing the program and to report back to the Senate by the December meeting.

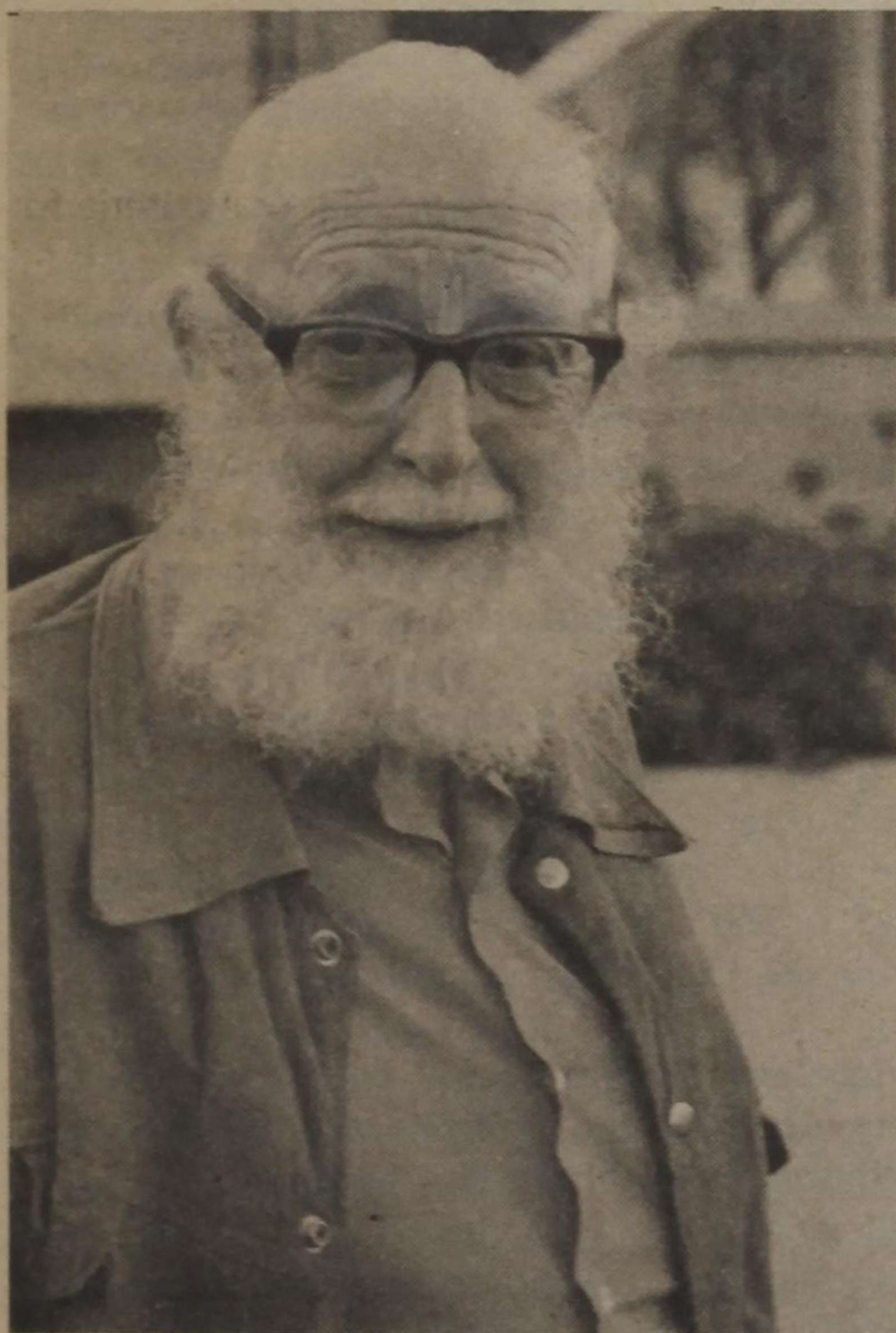
### SUMMER SESSION COURSE LOAD

The Senate decided to delay debate on a motion made by a member of Senate that students in Summer Session not be permitted to take more than 4½ units of credit, until the November meeting of Senate, and asked the committee on the library to consider in the meantime the problem raised by the Senate member in regard to the hours for access to reserve materials during the Summer Session, and to consult the committee on Summer Session.



# fingers

They jammed MacLaurin 144 to hear Canadian poet **Earle Birney** give a poetry reading last week. Birney, who is 72, walked on to the stage with the aid of two canes, and immediately took over the auditorium with the force of his presence and the reading of poetry, lyric, dramatic and humorous. "This first appearance did not give an impression of any great physical strength, but his presence, his dramatic delivery, was so compelling that the audience was caught at the first word," said our observer. He began the hour with a very sound-oriented poem called **Daybreak** and "to hear him read this poem is quite an experience." After reading the initial poems, Birney explained they were read to negate any accusations of a tendency towards regionalism and to pacify those who think he misuses Canada Council funds when he goes off to other countries and writes about them instead of Canada. **Transcontinental**, Birney said, shows how a poem can grow from a purely regional perspective to a larger reference. Poems, such as **The Twenty-third Flight** and **Billboards build freedom of choice** brought rounds of applause and laughter. To end the hour he chose to read some fairly recent love poems, and he mentioned that he has found a small press that will publish his recent poems when his regular publisher will not. "He refuses to acknowledge the myth that age naturally brings retirement and resignation," said our observer. "At the age of 72 this dynamism still charges his imagery and language."



*Birney: a compelling presence*

## PUBLICATIONS

Cleban, M. **Rédaction Administrative** (une Méthode d'Enseignement), Collège d'Extension Cartier, Montréal, Sept. 1976.

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The Representative Assembly of the Alma Mater Society has approved expenditure of \$3,000 to pay for **Sir Harold Wilson**, former prime minister of England, when he is brought in by the AMS to speak here March 5. The motion to pay for Wilson's visit, proposed by **John Luton** (Academic Affairs) and **Nick Sidor** (Chief Electoral Officer), was narrowly passed by 4 to 3 at a recent R.A. meeting. Voting in favor, besides Luton and Sidor, were **Susan Wetmore** (Publications) and representative **Allan Cook**. Voting against were representatives **Janice Bruce**, **Darrel McLean** and **Jill Walker**. Abstaining were **Blair Marshall** (Communications), **Robert Maynard** (Athletics) and representative **Darryl McLoughlin**. Eight members of the R.A. were absent from this meeting.

President **Howard Petch** feels the first of his "Petch Peeves" sessions was a successful one. Petch is making himself available, on a regular basis to any students, faculty or staff who have questions, or complaints. The first session Sept. 30 was held in the lower lounge of the Student Union Building and attracted a number of students who held a round-table discussion with Petch. "I'm very pleased with the number of people who came in to see me," he said. "They kept me busy most of the time on a variety of subjects." The open sessions for which no appointment is needed will be held from 3:30 p.m. on Thursdays, alternating between Room 4 of the Sedgewick Building and the SUB upper lounge.

In a special day-long "retreat" Oct. 25, the Board of Governors plans to tackle some of the major questions confronting UVic. Among the topics to be discussed are the eventual size of UVic, the Symons report on the Canadian content at Canadian universities, fees both for Canadian and foreign students, and residences for both single and married students. The retreat will be held in the Gold Room of the Commons Block.

A timely symposium dealing with possible options and alternatives to the present prison system in Canada will be held at the University of British Columbia Oct. 29 and 30. **Dr. Keith Jobson** of UVic's Faculty of Law will give the position paper at the Symposium on Canadian Prisons. **Francis Fox**, the recently-appointed Solicitor-General, will make a policy statement Oct. 29. The following day Jobson will deliver his position paper outlining a set of alternatives for the future entitled "Dismantling the System—Our Best Alternative?". Jobson spent three years with the Legal Reform Commission of Canada as director of the "Sentencing and Dispositions" project. A panel will respond to Jobson's presentation. The symposium will also feature small group workshop sessions which will be charged with bringing forward recommendations on various aspects of the prison system. The day's proceedings will be summarized by **Dr. E.A. Fattah**, head of the Department of Criminology at Simon Fraser University. The program should be of value to the general public as well as to custodial personnel, police officers, social workers, psychologists, lawyers and prisoners. There is a registration fee of \$25 for the weekend or \$3 for the solicitor-general's lecture. Pre-registration forms can be obtained from UBC's Centre for Continuing Education.

**Pat Martin Bates** (Visual Arts) and **Dr. Giles Hogya** (Theatre) have been elected by acclamation to fill two vacancies on Senate from the Faculty of Fine Arts. They replace two Fine Arts representatives, **John Dobereiner** (Visual Arts) and **Dr. Harvey Miller** (Theatre) who are on study leave this year and have resigned their Senate seats. The two new members will serve on Senate until June 30, 1977. A call for nominations to fill a third vacancy, from the Faculty of Arts and Science, on Senate ended Sept. 30. This vacancy occurred when **Dr. John Woods** (Philosophy), former Associate Dean of Arts and Science, resigned from UVic to take a position as Dean of Humanities at the University of Calgary. There are also three vacancies to be filled by student representatives. **Paula Debeck** who represented students on both the Senate and Board of Governors, did not return to UVic this year. Another student senator, **Elsbeth Heeren**, has also resigned.

Even though the student volunteers in the recent "Shinerama Day" collectively raised less funds than last year, individually they did very well, according to **Mike Bradley**, operations manager. He said a total of 220 shoe shiners collected \$8,212, compared to last year's effort of 362 shiners pulling in \$9,154. "This means 60 per cent the number of shiners collected 90 per cent of last year's total." The annual event, which is held by many campuses across Canada, is for aiding cystic fibrosis research. Bradley said 400 miles was put on university vehicles in carrying out the operation.

Seminars such as the one held recently in the Department of Physics don't happen very often at UVic. **Dr. Edward Teller**, often referred to as "the father of the hydrogen bomb", dropped in to visit the department while on campus to give two

lectures. While visiting he held an impromptu seminar with members of the department. They took full advantage of the occasion and topics discussed included controlled fusion, nuclear reactors, black holes and magnetic monopoles. Teller whose visit to UVic was arranged by the University Lectures Committee replied to questions freely.

**Ruth Beer** (Visual Arts) had a solo exhibition of five wood and glass sculptures Sept. 16 to Oct. 5 at the Sir George Williams Art Gallery at Concordia University in Montreal.



## letters

Dear Sir:

In **The Ring** for Sept. 7 you refer to the Department of English and to the resignation of **Dr. David Jeffrey** who, you say, "stepped down after encountering entrenched resistance to some of his policies from members of the department". This statement may give the impression that **Dr. Jeffrey** was the hapless victim of a concerted effort to oust him from office. Such an impression would be misleading. I was one of those who, after a period of growing disillusionment, began to protest against some of **Dr. Jeffrey's** actions, although I would hesitate to describe this position as "entrenched". **Dr. Jeffrey** resigned after—not necessarily because—certain colleagues had expressed grave concern about his manner of conducting departmental business (particularly in the sensitive area of decisions regarding appointment, promotion and tenure), and also about his apparent reluctance to heed and abide by decisions reached in committee. In my view it was the feeling that **Dr. Jeffrey** had discredited himself by his conduct that caused alarm and "resistance" rather than any supposed differences of opinion concerning "policies". What part this feeling played in his resignation must remain a matter for conjecture.

Yours sincerely,  
**David S. Thatcher**

Dear Sir:

After navigating for years around universities, I have found that, in all cases, except Harvard, many places that badly need footpaths (or sidewalks) do not have them; yet, ironically, footpaths and sidewalks are provided in all sorts of places where they

This season's new series of programs on CBC Radio, **Conversations with Scientists**, carries interviews with five well-known UVic researchers. The program, broadcast each Saturday from 5:03 to 6:00 p.m., carried discussions, with **Dr. Beverley Timmons** (Education) and **Dr. M.J. Ashwood-Smith** (Biology) on Sept. 25 and Oct. 2 and program host **Bert Nelson** was on campus again Oct. 1 to record interviews with **Dr. Chris Webster** (Child Care), **Dr. Derrick Sewell** (Geography) and **Dr. Harold Foster** (Geography). The programs were recorded in the main studio of Media and Technical Services, McPherson Library.

where they are not so urgently needed.

Here, there are many places on campus where students plough rough paths across (often sodden) turf on their way from one frequently-used building to another; yet, footpaths are provided often in places where few people need them.

The rudimentary sidewalk along Sinclair Road is a thorough disgrace, and painful to walk on: It may be Saanich's business, but the university should try to get action from the municipality, nevertheless. The total absence of any walk along **McKenzie Avenue**, from **Finnerty** to **Gordon Head Road**, is a downright hazard to pedestrians, who are very frequently seen walking along there. Then, there is the southwestern half of the **Ring Road** which has no footpath—yet there are very numerous pedestrians (and joggers, too) that need one, along there; its absence constitutes another hazard, as traffic is dense and fast. Around the **Campus Services Building**, there is a notorious inadequacy of footpaths, as is also the case along both sides of **Finnerty** between the **Ring Road** and **Sinclair** and **McKenzie corners**; this area is much used, and the traffic is heavy. In this kind of weather it is no hardship to walk along the grass; but later on, it'll all be mud. Lastly, between **Campus Services building** and **Finnerty corner**, is a well-worn track not provided with a footpath; similarly, from **Campus Services building** to **Ring Road** opposite **McKinnon building**; similarly from **Finnerty S.E.** side to the **SUB bus stop**, there is no footpath that is direct (only a somewhat roundabout one exists, that is consequently less used than the rough grass-and-mud one mostly in use!)

Yours,  
**P.M.H. Edwards**

## notices

4914/15. The school, up to now, has been housed in the **Craigdarroch** office wing.

**Dr. P. Maxmillian H. Edwards**, a UVic linguist who happens to be an internationally-known expert on UFOs, will speak on "The Impact of Alien Contact" at the next meeting of the University Extension Association Oct. 18 at 8:15 p.m. in **Elliott 168**. This is one of a series of 10 talks for the year that are being sponsored by the association.

Any students in fourth year of Arts and Science or Fine Arts who are thinking about entering the teaching profession would be wise to attend the Faculty of Education's information meeting Oct. 18. The meeting will be held in **MacLaurin 144** beginning at 12:30 p.m.

All students enrolled or interested in enrolling in the School of Nursing are invited to tea in the Gold Room, Oct. 19, 3 to 5 p.m. As of Oct. 8, the school will be located in the **Sedgewick Building**, Rooms 82 to 90. The general office is Room 88, local

Men as well as women are welcome to attend the weekly meetings of the UVic Women's Action Group (WAG). The group meets Wednesdays at 3:30 p.m. in Room 144 of the Student Union Building, across from the theatre. WAG is again co-sponsoring a two-day conference on campus with the Victoria Status of Women Action Group. The theme of the annual conference this year is "All Women Work" and it will involve seminars, discussions, groups and panels on all aspects of women's work, from child rearing to non-traditional careers. The conference begins on the evening of Oct. 22 and continues all day Oct. 23 in the **Elliott building**.

Members of the Faculty of Graduate Studies are invited to attend the thesis examination of **Sharon Keen**, M.A. candidate in anthropology, on "The Growth Rings of Clam Shells from Two Pentlatch Middens as Indicators of Seasonal Gathering", today (Wed. Oct. 6) at 2:30 p.m. in **Cornett 216**.



# The Staff Speaks: They like working

*Editor's Note:* - The university is a complex community, consistin broadly of students, faculty and staff. Students and faculty have roles which are easily defined and easily defended. Their views and complaints are often voiced through the media, such as in the *Martlet* and *The Ring*, and in open meetings such as Senate. The roles of the staff are no so easily defined. And their complaints and views are rarely publicized. So, we thought it was about time the varied levels of staff had their say. During the last week we surveyed staff members about their opinions and feelings about the university. These included secretaries, technicians, clerks, maintenance workers, lab and academic assistants, and administrative-professionals. All together they take care of the day-to-day operation of the university. They plant flowers and landscape, they serve food, they clean ashtrays, they help administer academic departments, they administer non-academic departments, they distribute mail, they do tons of paperwork, they carry out recreational programs, they make up paycheques, they weld, they blow glass, they produce television programs and movie films, they assist in research, they help teach, they prepare budgets, they build shelves and cabinets, they maintain buildings, they direct traffic, they run computers, they run the library, they advise and assist students in a variety of ways. And that is not mentioning everything. They, in short, provide a number of skills, some highly specialized, to keep the university running on all levels and create an atmosphere conducive to study, teaching and research. The survey did not attempt to be comprehensive or sociologically tidy, but the intent was to get some idea about the feelings of staff on all levels. We asked a set of eight questions to 47 staff members, which is about 6.3 per cent of the 750 full-time staff members of the university. The questions were: do you feel a part of the university; do you like working here; what do you think of the way the university is run; do you feel the faculty appreciates your efforts, and what is your attitude to them; do you feel students appreciate your efforts, and what is your attitude to them; do you think there could be any improvements to the university; what do you think the future of UVic could be; and, finally, in your view how does the community-at-large see the university? To ensure candid opinions, those polled were assured anonymity. The questions were couched in general terms, but they did elicit a wealth of specific comments. Following is a story summarizing the results of the poll.

UVic's staff almost unanimously likes to work here, but they do have a wide range of complaints, primarily about faculty and the way the university is administered, according to a survey taken by *The Ring*.

Without an exception those surveyed found students to be "the reason why we're here" and most found students to be "hard-working" and "pleasant to deal with". "They restore your faith in youth," said one veteran staff member.

A re-occurring complaint against the university is that it doesn't seem to know where it's going and that there is a lack of both lateral communication between departments, and vertical communication between senior administrators and the rank-and-file.

The chief complaint against faculty is that some have an attitude of superiority, often seeing staff as "a necessary evil" and a "red-tape nuisance".

A large number of staff saw a need for staff and faculty getting together more both on the job and socially. "There is a lack of a sense of community here," was one comment. "Perhaps what's needed is a huge university party," said another, only half-facetiously.

A number of employees pointed to time and money being wasted. "If UVic were a private business it would have been bankrupt a long time ago," said one technician. Another noted that "there are too many committees, too many people spending their time non-productively. Committees aren't capable of real action and there is a lack of trust in the skills of those hired to carry out real action. It's democracy run amuk."

Several people said the university is administered "not badly", considering that it is a public institution.

Following is a summary of their comments on the various questions.

## Do you feel a part of the university?

According to the survey the vast majority feel they have a vital role in the university, but there are some who feel alienated.

Of 47 people polled, 38 said they felt a part of the university, two people replied "not really" and seven people said they sometimes feel a part of the university.

One person answering negatively said "there doesn't seem to be a very happy community here." The other added, "life could be more enjoyable if I had more contact with faculty. I think my talents could be better used."

Of those who gave a qualified yes, many said they felt comfortable in their own particular area of campus. "I feel at home wandering around this area but a little alien at times on other parts of campus," said one admin.-pro.

"I'd like to see people in our category have a little more of a role in the university," said a technician. "I feel sometimes we're in a peculiar sort of limbo, a little bit left out of things."

Those who answered affirmatively often added, "very much".

## Do you like working here?

Almost everyone questioned was enthusiastic about working at UVic.

Of 47 respondents, 43 said they liked working here, two had reservations and two said they did not enjoy working here.

"I'll be glad to leave," was one negative answer. "The morale around this place is not what it used to be."

One admin.-pro who had reservations explained it this way. "In the context of Victoria I can't think of a better place to work. In terms of goals and ambitions it's a dead end. I mean you could never become a Winston Churchill working at UVic, could you?"

Another admin.-pro said he enjoys his work most of the time, "despite the hassles and political ploys. Sometimes I'd like to be away from here for a long time. It's like living in a small town where everyone's watching you. You can't feel entirely relaxed."

Some union members mentioned that they were pleased with the pay scale here and the extra benefits, "like having a recreation centre on campus". "I love it," was not an uncommon reply. "I wouldn't be here if I didn't like it," was another.

## What do you think of the way the university is run?

About half the staff questioned feel the university is being run reasonably well, but responses included a great deal of criticism.

Of 47 responses, 24 indicate reasonable satisfaction with the way the university is administered. These comments ranged from an outright "excellent" to a rather lukewarm "not bad considering it's a bureaucracy".

There were 19 replies indicating a feeling that the university was not being administered well and four people had no opinion.

One frequent criticism is that there is "too much red tape". Another is that "too much money is being wasted."

A building and grounds worker said in some departments there are far too many staff and in other not enough.

"Some departments have luxurious surroundings," said one non-academic department head. "There are the poor and the rich departments. And a lot of paper is wasted in notices and frills."

One professional worker described the operation as a "bumbling" one. "There are too many committees and too much red tape at all levels. You can't even hire anyone without a committee. But I think we have a good administrator in the president. He delegates authority."

"We need less secrecy and more openness," said an admin.-pro. "There is also a need for recognition that the university is not operated by any one group. Many academic departments would not function without support staff, who have skills that are difficult to acquire. Some operate very sophisticated electronic equipment and precision machinery."

"The left hand doesn't know what the right hand is doing," said a secretary. "There's too much inter-depart-

mental bickering and not enough cohesion and planning."

"I don't think we've got it all together yet, especially in regard to communications," said a clerical worker.

"The administration should be less paternalistic," said a secretary. "There should be the same rules, the same privileges for everybody, faculty, students and staff. Staff are definitely discriminated against in pay and working conditions."

Several secretaries said that academic administrators often show a lack of consideration for staff. "I know of some stenos who work in cubbyholes without windows, which contravenes labor laws," said one. "Take a look at the offices in the new wing of the Clearihue," said another. "A secretary who is there all day is situated in the worst part of the building."

Several responents suggested a greater role for students.

"Students now have only token input on the Board of Governors and Senate," said one. "There should be more catering to the needs of students," said another. "Some faculty members forget why the university exists."

Some other comments:

"There's too much power in the hands of some administrators," — admin.-pro.

"It's the pits. It's run like any other bureaucracy" — non-academic department head.

"It's stifflingly conservative" — admin.-pro.

"It's being run very anonymously and very narrow-mindedly" — professional worker.

"I'm not even aware it is being run. All I know is that there's never enough money" — technician.

"There should be more quality control over teaching. For students it's like a bloody sweepstakes. They could get a good teacher or they could get a dud. Once they're tenured academics don't have to answer to anyone. It's based on the assumption that a Ph.D. can teach and we both know that's not necessarily true" — professional worker.

"Staff should be given more incentive to work harder. Two people are paid for the same job, with one doing barely what is required while the other is going all out" — secretary.

"Too many people are touchy about their toes being stepped on. They're more worried about someone stepping into their line of authority rather than thinking about getting things done" — indoor worker.

"This university should hire people and then trust them to do the job. The staff should be allowed to do their job without constant harassment" — admin.-pro.

"Too much control is left to the vagaries of academic department heads. Some girls who have beastly department heads suffer, while those who have pleasant heads fare well" — secretary.

Of those who feel the university is administered well, many said simply, "I've got no complaints."

"Generally speaking it's run as well as any big institution," typifies one type of comment.

"Improvements are happening all the time," said a technician. "It's a much fairer place. In fact it's becoming a place where I am proud to work and I didn't feel that way a few years ago."

"My response is positive," said one non-academic department manager. "I'm too close to the problems to have any other view."

And then there was the secretary with a healthy sense of her place at UVic. "Anything I'm connected with runs fairly well," she said.

## Do you feel the faculty appreciates your efforts and what is your attitude toward them?

This question triggered the most outspoken criticism and the most emotional response in the survey.

Of 47 respondents, 15 felt that faculty appreciates their efforts, 12 had a definite feeling that faculty didn't appreciate their work and 17 staff members felt that while many of the faculty appreciate them, some do not. Three people did not comment.

The most common complaint was that faculty either "ignores" or "acts superior to" staff members.

One admin.-pro summed up what appear to be the feelings of many staff members.



# here, but...

By John Driscoll and Bryan McGill

"Individual members of faculty do appreciate my efforts, I think. But my over-all impression is that they think themselves the privileged elite. Staff, for many of them, is a necessary evil."

Another professional worker said he didn't have a group image of faculty, "but if I did I expect it would be a bad one. However, I don't want to lump the turkeys in with the excellent members of faculty."

"The faculty should stick to teaching and research where they're clearly capable and keep their misinformed noses out of things they know nothing about," was another reply.

"My faculty appreciates my efforts," said one admin.-pro. I have a good relationship with them but I clearly would not get along with some of the faculty elsewhere. There is one small group of faculty who creates dissension in all areas of this campus. They talk before they get their brains in gear.

"I find them obnoxious. There is another type I don't like, the scholars who live in their own little worlds and they don't even know what is going on in their own departments. They clearly need a lot of help to function."

"Some can be very childish and they throw temper tantrums," said an admin.-pro.

"Because of tenure these people can be quoted without being responsible for what they say. This is the only organization that allows that to happen. You'd be fired in any other organization. All that can be said here is 'there's a mad so-and-so shooting off his mouth again. Cripes, why doesn't he shut up?'"

"The faculty seems to feel we're there to serve them," said an office worker. "Some are nice, some are rotten. The staff is the same, with some who think they are above the union. It's human nature. People set up caste systems."

"Most service areas are taken for granted by faculty," said one technician. My attitude towards them is wide-ranging. Some faculty members mightn't be able to tie their shoes without some help. They range from some very fine ones to somewhat incompetent ones."

Some other comments:

"Often their attitude to us is that we're not intelligent enough to appreciate their needs and help them. But we try very hard to please them. Basically I respect people who have acquired a higher education" — office worker.

"Some faculty understand the work I do. Others have a negative attitude and some couldn't care less. As far as I'm concerned a good administration should be invisible. Everything should be running so right faculty and students couldn't have to worry about such things as ashtrays being clean, lawns cut and buildings heated. What amazes me is how some faculty members are so narrow-minded outside their disciplines. In their labs and libraries they are very sharp on facts and are not hasty to draw conclusions and make judgments. Scholarship means strict adherence to the truth. Only they could apply this standard to their public utterances and be more introspective of areas they don't understand to the same degree as in their own scholarly area" — admin.-pro.

"There are some fine individuals on faculty but some of them need to grow up. With some of them it's snobbery at its finest" — secretary.

"The executive of the Faculty Association seems to see the staff as second-class citizens and petty bureaucrats. What are these petty bureaucrats? Their stand lacks both humanity and common sense" — admin.-pro.

"The faculty is generally congenial. They are a good cup" — secretary.

"I have no complaints about faculty. I think they appreciate my efforts and I can appreciate that they are academics and do a lot more work than most people expect" — admin.-pro.

"Both the admin.-pros and the faculty have certain advantages. For instance they automatically get a library card while we have to apply for it each year. It may be a small thing but it's irritating" — technician.

"I sympathize with faculty. They have to attend all those committee meetings" — academic assistant.

"About 99.9 per cent of them are pleasant to deal with. I like them very much" — non-academic department head.

"I look upon them as myself, as being human beings. People on the whole are nice here and they'll speak to you regardless of what end of the totem pole they're on" — building and Grounds worker.

"Most faculty members are pleasant to deal with and

appreciate your efforts. But there seems to be a lack of trust between administrators and faculty" — clerical worker.

"The Faculty Club is an example of the division between the faculty, staff and students here. It's the faculty saying 'we're up here and you're down there'" — union executive.

"I was told the faculty was standoffish and cliquish when I came here, but this hasn't been the case" — admin.-pro.

## Do you feel the students appreciate your efforts and what is your attitude towards them ?

Response to this question revealed a great deal of affection and respect for students. Of 47 people polled, 35 felt students appreciate their efforts, five were not completely happy with their relationship with students and seven people felt they didn't have enough contact with students to properly answer the question.

Almost all of those polled felt students were the primary reason for the existence of the university.

Several people answered that without students, "we wouldn't have a job."

Some other comments:

"My job is to do something for the students. If I wasn't doing my job I'd expect to be replaced" — non-academic department head.

"I have mixed feelings about students. In my day-to-day contact with them I like them but some seem to have a self-inflated sense of their importance. And I don't feel they're being well-represented by their political leaders who seem to be into political games" — admin.-pro.

"They range from some very fine people to some snotty-nosed brats. I think at least some of them appreciate my work" — technician.

"My general attitude to them is that they are very dedicated and a devoted part of the team. Without students there would be no university. If you got down to it you could have a university without administrators" — admin.-pro.

"Even though I don't think they know what I do, I realize that without them I wouldn't have a job" — secretary.

## Do you think there could be any improvements made to the university ?

Everyone polled agreed that UVic is not perfect. Some couldn't answer specifically, because it was a question that required time to think.

One complaint did keep cropping up, the lack of a feeling of community, the lack of communication, no sense of direction and no common goal.

"I'd like to see some sense of community here since it helps to make the work go easier," was a typical comment.

"We've got to get over our internal squabbles," said another. "There should be more lateral communication, between departments and between students, staff and faculty."

"Staff and faculty have to get to know each other," said one clerical worker. "Some people who've been on this campus for years still don't know where my department is."

One admin.-pro said communication at UVic doesn't exist now except through the *Martlet* and *The Ring*. "If you want a happy university the administration is going to have to address themselves to this problem. Right now it's hard to find areas where faculty and staff do meet."

One woman suggested that staff should be introduced to the surroundings of the university. "Right now there's little opportunity to get familiar with the campus."

About a half-dozen called for equal privileges for everyone, some adding that the Faculty Club should be opened also to staff and students. Several called for the "cutting of red tape" and three suggested the university open its doors to more community programs.

A lot of staff would like to see a united front to convince the government to free more money for universities. "It would be good to improve that uncertainty of funding that we have here."

"The university should be quicker to drop programs that aren't working in order to help programs that are working."

One respondent said the university needs a large dose of

"commonsense". Another was critical of the method of university budgeting. "I work to save money for departments all year long and then at the end, because they have money left in their budgets they wind up buying a lot of junk."

While one recommendation was for a de-emphasis on athletic expenditures, another felt that more money should be spent in that area.

Some said more student residences are needed, and another called for the demolition of the army huts. One said the huts should be retained because they are much homier than "those hideous concrete monstrosities that constitute most of the campus. In the middle of all this concrete, I prefer the army huts. The university should get itself architects who have a feeling for Victoria and B.C. The only buildings that reflect a feeling for this area are the Sedgewick and the Saunders."

## What do you think the future of UVic could or should be ?

It was almost unanimous that UVic should remain a relatively small university, either the same as now or not much larger.

Several mentioned that it should concentrate on being a quality teaching institution.

Some said more practical or professional programs should be introduced, because that is what people want.

A number of people mentioned the "ideal location" of UVic, and that this, combined with an emphasis on quality instead of size, could give UVic an exciting future.

One dissenter said "there is too much politics for it to have any sort of future. There is too much mistrust between faculty and administration for anything to happen."

"It should be no bigger than it is now," said one academic departmental worker. "It should stress a high quality standard of teaching. I'm one of the terrible ones who dislike tenure, because it works against quality. Tenure is a political thing. 'You scratch my back and I'll scratch yours'. Many faculty share my view, by the way."

"I think it could be a very good undergraduate university, provided it changes over to a more seminar type of teaching," said one admin.-pro. "It should forget its high external standards, which are measured by exams."

"I don't want UVic to turn into an education mill like UBC," said another. "A university becomes very impersonal when it gets too large."

"If it gets too much larger, personal contact will be lost. It will become a computer-type place, where numbers rather than names and faces count."

"I think it is going to go somewhere," said one secretary. "It has to stop placing major emphasis on such subjects as English and philosophy. It should have more vocational, more practical programs, something that is needed in this day and age. Just giving out little pieces of paper is interesting, but it is not all that worthwhile."

"It would be very good if it had more residences. And also a hospital, so they could have courses for doctors and nurses and veterinarians," said one office worker.

One admin.-pro said UVic should be more "gutsy". If the university stood up to the government and demanded more money for programs, "the government isn't going to shut the university down. The worst the government can do is say no."

Another replied "the staff, faculty and administrators should get together and decide the future they want and then decide how to deal with the government."

"The students will really decide what the future will be," said one person.

Another added it requires more input from students to overcome the oppressive involvement in university affairs of business and "reactionary people" who are represented on the Board of Governors.

He went on to say it could be a good place if most of the faculty changed their attitude towards students. "They should follow the example of such departments as Biology and Geography. The faculty there have a good attitude towards students."

One staff member said the question of how much academic and how much technical training are to be given has not yet been defined at UVic. "Personally I'd like to see an ivory-tower approach," he said. "The technical side of UVic should be placed in trade schools and we should concentrate on academic training."

One person called for a limitation to enrolment, and a study of the question of how much full-time research should go on at UVic.

"We should remain a general university not specializing in any one area," was one reply. "Perhaps there could be more emphasis on graduate students."

## In your view how does the community-at-large see the university ?

The majority, some 28, of those interviewed thought the community is either happy to have the university here, proud of it, or friendly to it. Some 12 replied that the community is uninformed or unaware of the university. Five said the community is "disappointed", "suspicious" or "unhappy" with the university. Two had no comment.

(Continued on page 6)



## ...Staff speaks

(Continued from page 5)

"I think most people feel it's a soft touch and they'd like to be working here," was one reply. "I know of a lot of people who would like to work here, mainly because of the pleasant atmosphere," said another.

"I hear they're proud of us," said another.

"The community sees the university not clearly, not badly and not well," was another reply. "The community doesn't really seem to know about UVic."

One admin.-pro said "the community does not relate to the university too closely. They look upon it with skepticism and alarm."

A few noted that the community is definitely becoming friendlier, largely because the university is settling down after being torn apart by controversy in past years.

However, one admin.-pro said he is not convinced that the community understands the university at all. "At the time it was Victoria College or when it had just become established as UVic, the community was clearly proud of it. But the Partridge and tenure disputes a few years back have done their damage. The public is getting fed up with this and

other institutions. I think we are becoming considered more of a parasite."

"I don't think the public knows very much about the university," said one worker. "To them it is an upsetting place. Always strife and turmoil. And just generally they don't know what goes on on campus."

"The town-and-gown concept seems to work pretty well in Victoria," commented one person. "There's not much friction between the university and the community."

Some people were critical of the amount of the negative publicity the university is getting. "I think more of an effort could be made to generate positive publicity."

Others said there was apathy both on the part of the university towards the community, and on the community's part.

More community involvement was again called for by several staff members.

Some said its location worked against its relationship with the community. "Stuck up on the hill, out of sight, out of mind."

Observed one secretary: "We tend to be a world unto ourselves. People tend to think we live in a world of luxury and have oodles of money. We don't collectively do a good public relations job. We tend to keep to ourselves to a great extent."

# How to talk to an administrator\*

By Alex Bavelas

(Editor's Note: Prof. Bavelas is a psychologist specializing in organizational communication. He spent most of his professional career at the Massachusetts Institute of Technology and Stanford University. He came to the University of Victoria's Department of Psychology in 1970. He has spent the last year in Educational Administration in the Faculty of Education, from which he will soon return to Psychology.)

To the young professor beginning a university career, many administrative situations will appear confused. But none, perhaps, will be more upsetting at the start than the occasional inability to make any sense whatever of a superior's remarks. Much of this difficulty arises because many common English words have acquired special administrative meanings. Some words will appear to have meanings opposite to their usual sense. (Examples are cited in the chapter "Words of Equal and Opposite Meanings" in the author's *Glossary for Assistant Professors*.)

As the young professor's experience with Administrative Language grows, some of this uncertainty will diminish naturally, to be replaced by other emotions. But there will still be occasions when a superior's remarks will remain obscure.

It must be remembered that a senior administrator may not always *intend* to be clear. He or she may be speaking on the level of policy—division, school, or even High Policy—in which case what appears to be vagueness is in reality practised caution. Of course, there will be times when utterances will be truly meaningless, but in the majority of instances the administrator will be really saying something, sometimes several things at once.

An important principle to be remembered by the young professor is that it is more important to respond than to understand. A responsive young professor is a promising young professor. Senior administrators are very sensitive to responsiveness. If it is conspicuously absent, their comments may grow increasingly enigmatic, and communication may cease altogether. (For a detailed examination of Degenerative Communication Cycles, see the author's casebook *Open Door Termination Policies in Higher Education*.)

This does not mean that an interested and enthusiastic response should be superficially assumed. It must be genuinely *felt*. The spontaneous warmth of true responsiveness cannot be easily simulated; but it can, with diligence, be developed. Learn to find in every administrative encounter those elements, however irrelevant, to which your sympathies can naturally extend. The cultivation of a sincere responsiveness will serve your advancement far more effectively than bare competence in your special field.

A second principle to keep firmly in mind is that the utterances of a young professor are not judged by administrators primarily on their content, but on their *qualitative imputation*. The most telling statements may, indeed, be those altogether empty of factual content.

The peculiar effectiveness of statements devoid of meaning arises from the fact that they are irrefutable. Out-right stupidity may create an occasional embarrassment. But the administrative history of universities shows that *technical stupidity* can be organizationally absorbed with scarcely noticeable effects, while *social stupidity* has reliably unpleasant consequences.

Let us look at some typical errors due to inexperience. The administrator addresses the young professor: "Tell me,

do you think we should extend the evaluation of faculty publications beyond the index of numerosity?" How should the young professor answer?

**Error 1.** "I don't think so." The fault is obvious, and hardly deserves comment. One simply does not respond to any question from an administrator *which contains the participative "we"* with an out-right negative.

**Error 2.** "I think we should." This response commits the glaring error of implying that the answer was so evident it required no deliberation. Worse, it suggests that the junior understands what is meant by an "extended evaluation." Since it is exceedingly likely that the administrator is vague on this point, it makes a smooth continuation difficult.

**Error 3.** "Evaluation beyond the index of numerosity?" This is an uncalled-for provocation. It invites the senior person to speak more precisely, and can only lead to a graceless termination of the conversation.

**Error 4.** "That would depend on the orientation of the university to the quality-productivity factor and its cost-benefit consequences, including the p-r utilities with respect to the community of universities." While this answer may reveal some degree of administrative aptitude, it is unfortunate. It can lead to nothing but trouble, and makes any dignified response from the administrator impossible.

In contrast, let us look at some more acceptable responses.

**Response 1.** "It is an interesting idea; I should like to learn more about the problem." This is a fairly good example of the *equi-posed* response. It leaves the senior in full control, with a half-dozen comfortable continuations. Notice, also, that this response prominently displays responsiveness and willingness to learn.

**Response 2.** "I am sure it ought to be thought through. I will see if there is anything definitive on the subject." Good! Notice the double-action of the phrase "thought through." It not only suggests serious and respectful attention, but is often mis-heard as "thought thorough" with its promise of painstaking effort. It would have been a shade better to have said "in the literature" instead of "on the subject." The use of the word "definitive" will not go unnoticed. (The reader may be interested to know that "definitive" displaced "definite" as early as 1954. See the 1951-1977 (in press) editions of the author's *Annual Word Lists for Administrators*.)

**Response 3.** No words spoken at all! A thoughtful pause, a slow meditative nod, partial closing of eyes. I include this example with some hesitation. Technically, this is a *projective* response. The secret of its exceptional effectiveness is that it avoids the hazards of actual speech, and affords a practically unimpaired range of continuations. Of course, wordless responses cannot be safely recommended to the beginner. They are, in point of fact, a minor part of *proxemic tactics* involving the use of inter-personal space, the structuring of the social space with furniture placement and plants (preferably large), as well as the entire message space of body language.

It is clear that we have dealt with only a few of the communication problems that arise in the initial administrative experiences of the young academician. And the few examples given are only the first steps of what is in practice a complex sequence of interchanges. But early experiences are crucial in the shaping of successful career trajectories. For a more detailed treatment of administrative communications and an analysis of responsive integration, I refer the reader to the text *Lateral Techniques of Upward Communication*.

\* Adapted from an earlier version by the same author. Now, as then, any resemblance to real persons living or dead may be purely coincidental.

## If you can hum a tune, you're needed

If you are a man, and if you can carry a tune, James Walker needs you.

Walker is visiting conductor to the Department of Music for this year, replacing George Corwin, who is away on leave.

In this role, Walker has the job of directing both the UVic Orchestra and Chorus, and it is with the latter that he has this problem: "We clearly need a large number of men".

As it stands, the chorus has 180 voices, and for every man there are two women.

If he doesn't corral about 30 to 40 men, he is going to have to reduce the female voices so as to keep a musical balance, that is, not having sopranos and altos overpowering the basses and tenors.

Walker said he will need male volunteers right away. The deadline will be next Tuesday when weekly rehearsals start for the Dec. 3 Taylor Music Scholarship Concert.

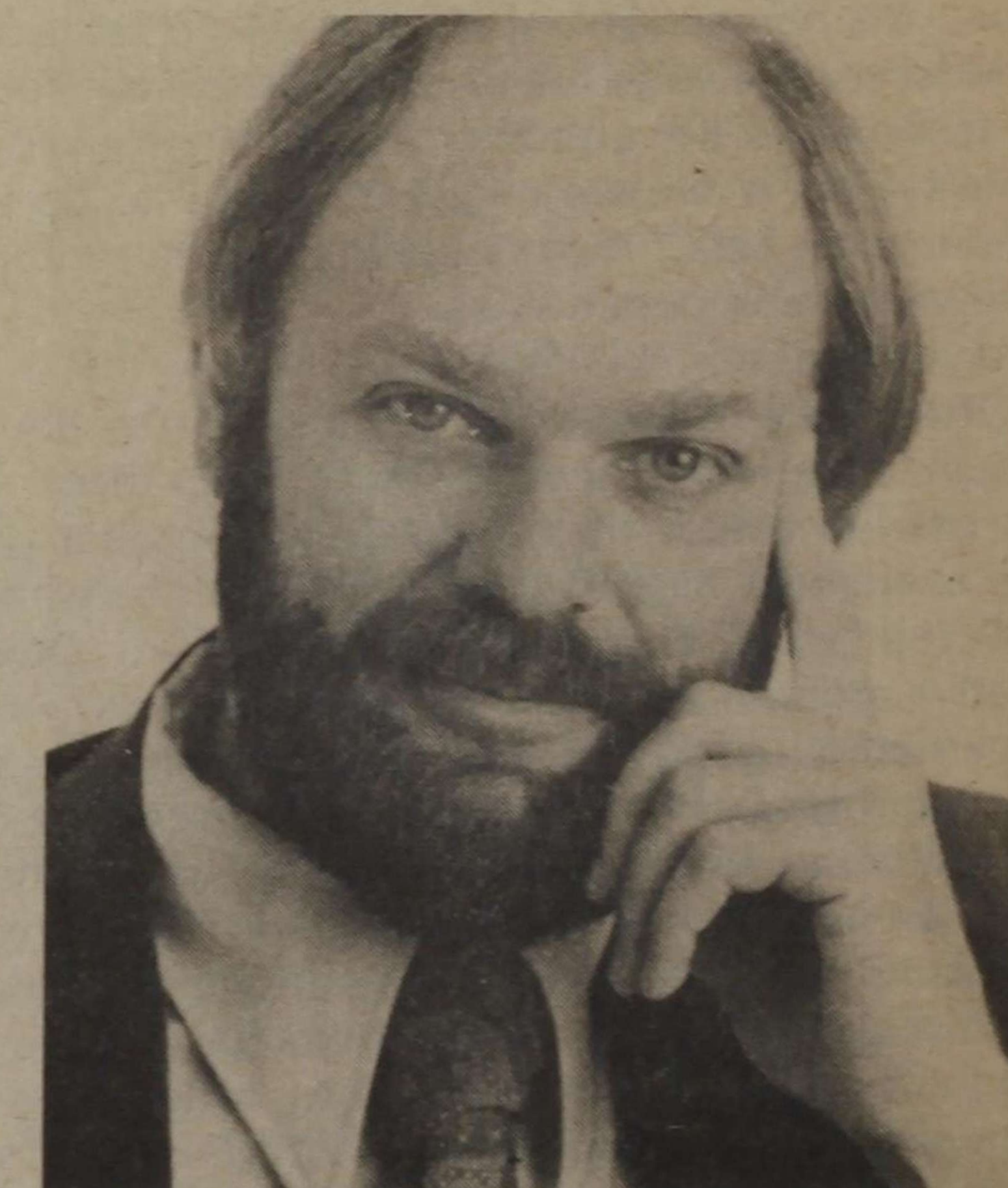
He said singing is both an enjoyable and educational experience. "Much of the time is spent teaching people how to sing."

Walker, who is an associate professor of music and conductor of the Chamber Symphony at the State University of New York at Geneseo, will make his Victoria debut Oct. 15 at 8 p.m. when he conducts the UVic Orchestra in MacLaurin 144.

The program will include Schubert's *Third Symphony* and the lively *El Amor Brujo* by De Falla.

Walker said the 45-member orchestra "is going to be fine. I'm enjoying conducting them immensely."

After enthusiastically talking about the natural beauties of Victoria and the Island, he noted one lack in the city. "Victoria doesn't have any excellent concert halls. However, that's the case in many other cities."



Walker: here conducting for a year.

Walker holds degrees from the University of Wisconsin and Harvard University. An honors graduate, he became the youngest conductor of a major university band at the age of 22 when he joined the Harvard faculty as conductor of the University Band in 1960.

During his 10 years at Harvard he founded and conducted the Harvard Wind Ensemble, and was chosen to conduct the newly-formed Harvard Chorus in 1969.

For the past seven years he has also been conductor and musical director of the School of Music Symphony at the Chautauqua Festival.

He has been guest conductor with a number of major symphonies in the U.S. His choral works have been performed throughout the U.S. and his chamber works internationally.

Besides searching for male singers, Walker is looking for a few squash partners.

Back home at the Geneseo campus, which is about the size of UVic, he plays regularly and is a member of the Rochester Squash Racquet Association.

He noted that the best players here are better than he is, and, in using the soft ball instead of the hard, play "a much more subtle and strenuous game".





McGill Photo

## Housing problem? Whatya mean?

By Sharon McMillan

If you are a student with a housing problem, it seems you are one of the few this year.

While some students have said that they are living in Victoria only through the goodwill of their friends and some only through heightened patience and lowered standards, most appear to be comfortably housed.

The housing office in the Lansdowne office wing provides listings for off-campus housing. These include bed and breakfast, houses and duplexes, room only, room and board, housekeeping rooms, apartments, co-ops and shared, and those under the heading of "other", usually hotels and motels.

Given that these are standard classifications it would seem that students may be found inhabiting space in everything from dark basements to airy penthouses.

The first person I approached possessed that great gift, brevity. "Hello," I said. He came right the point, obeying the natural intuition of students, "Hi." Greatly encouraged I proceeded to enquire about his living conditions. He responded, "Great. Well, gotta go," and did. I was inspired and went on my way collecting one after another of those little gems, the monosyllabic answer.

Then, out of the blue, came that uncommon animal, the unrushed student. Preferring to remain anonymous, she gave this story.

"I came from out of town in the middle of June in order to find a good place to live. I found one in two days, but I was exhausted by then from dealing with suspicious landlords. They all asked such questions as 'where are you from?', 'what is your source of income?', 'how old are you?', 'are you a student?', 'are you single?'—often preempted by 'sorry, we prefer not to take women' or followed by 'sorry, we don't rent to students'. But, I knew what I was looking for and found it."

"I thought," she continued, "it was interesting that my landlord mentioned he had a number of bachelor suites around town that were for rent, and that compared to the same time last year students weren't renting places very quickly at all."

Writer's cramp set in, I thanked her and left. Have you ever tried to take down a conversation in longhand? I resolved to get a tape recorder.

It was foggy the next day. The first few students I encountered condemned their living quarters.

"I have a friend living at my place. He can't seem to find a place anywhere."

"Sure I have a place. A lousy basement suite."

"I took what I could get, which wasn't much."

And then...

"We got a great place. Only a ten-minute walk from the university and a bus stop right outside the door. Didn't have any problem at all in finding it—we just looked at the off-campus housing list and made a phone call."

From then on things began to look up. People began responding in full sentences, paragraphs; I was hearing stories. As they

unfolded before me it became evident most of these students were happy with the housing they had found. If they admitted their places were not exactly among the Ritzes of the world, they added they had taken them for various positive reasons. They, in short, chose to live in these basements, garrets, closets, etc.

Bill Foxcroft (A&S-4) is one such student. "It was much easier this year to find a place. I think it's been easier for everyone. At the end of August last year the housing office was packed with people looking for somewhere to live. There was hardly anyone around there this year."

Foxcroft said he took the place he did because it is cheap and convenient, "even though it is missing a certain amount of privacy. I share the bathroom and the guy in the other room has to go through mine to get to the telephone, which is upstairs. The room is cold, but I have lots of company." He was referring to the several varieties of bugs that co-habit the room.

Mrs. Shirley Baker, manager of Housing Services, confirmed that the housing search had been less of a problem this year, likely because of an increased supply of off-campus rental accommodations. She said that never before have apartments, duplexes and houses been listed in such numbers.

Mrs. Baker feels that it has probably taken this long to dispel the belief that students are a bad rental risk.



McGill Photo

The Department of Music has a distinguished visiting lecturer in violinist Paul Kling, who is shown here instructing a student. Local music enthusiasts will have an opportunity to hear him play when he participates in the next program of the Faculty Recital Series on Oct. 13 at 8 p.m. in MacLaurin 144. Kling, the head of the string department and director of the Applied Music Division, University of Louisville, has been acclaimed since his early public appearances as an "infant prodigy". At the age of 7, his performance of the CONCERTI by Bach and Mozart with the Vienna Symphony was called a miracle of technical perfection. His performances have won critical acclaim throughout Europe and Asia, and while pursuing his career as concert violinist, he has held concertmaster posts with orchestras in Vienna, Tokyo, and since 1959, in Louisville. At the coming recital he will perform with other faculty members. The program includes the TRIO SONATA by Quantz, Quintet by Beethoven, SONATA by Beethoven, and OCTET FOR WINDS & STRINGS by Reicha.

## Faculty Club to press for more aid

The Faculty Club board of directors will push for a better financial arrangement with the administration when the standing agreement between the club and the university comes up for renegotiation later this year.

Dr. John Schofield (Economics), acting club chairman, informed the annual meeting last week that "following questions raised in the University Board of Governors regarding subsidization of the club, the president of the university has given the required formal notice that the agreement in its present form will be terminated."

The university gives the club an annual subsidy of \$6,000 together with utilities and routine maintenance service.

Schofield said the negotiations are to end before the end of the year, with implementation of the new agreement to begin next July 1.

The meeting, which was attended by 18 members out of a total membership of 449, unanimously approved a motion to the effect that the board of directors thrash out a better deal with the university.

"It could well be increased to \$10,000," said Dr. Reginald Mitchell (Chemistry) during discussion of the motion. "It's a cheap investment for the university."

Mitchell said the \$6,000 shouldn't even be considered a subsidy, since many members often buy dinners for guests of the university and since the facilities are often used for university functions and meetings. "This would add up well over \$6,000."

Dr. William Pfaffenberger (Mathematics), who proposed the motion, said the subsidy is "the best investment made in promoting good relations with faculty" and added that it is the "only fringe benefit" that is left to them.

Schofield said that if the university terminated the subsidy it would mean membership dues would be increased by \$15. It now stands at \$48 a year.

Asked for a comment later, President Howard Petch told *The Ring* he has no preconceptions about what the negotiations will bear.

He said the intent is not necessarily to cut the subsidy. "It was a matter brought up by the Board of Governors."

With total revenues being \$135,383 for the club during 1975-76 and expenses being \$121,594, the accumulated operating surplus was \$14,316, about \$12,000 better than what had been budgeted for.

Treasurer Robert McQueen (Bursar) said the increased surplus was mainly due to an increase in the volume of business.

The budget for the coming year sets out an anticipated surplus of \$5,486.

Major renovations to the club were carried out during the last year, and plans are afoot to expand both kitchen and dining facilities to meet the increasing congestion at noon hours.

Elected by acclamation to the board were Dr. Patricia Roy (History), David McDougall (Hispanic) and Mitchell.

## Weekends of French planned

UVIC will offer four residential weekends of intensive French language instruction this coming year, made possible by a grant of \$8,140 under the federal-provincial program for bilingualism in education.

The grant was given to the Division of Continuing Education which will offer the weekends as part of its French Language Diploma Program for Adults, which is carried out in co-operation with the Department of French Language and Literature, and the Department of Linguistics.

"These immersion weekends will be of great benefit to students," said Dr. L.E. Devlin, Director of the Division. "There is an opportunity to extend and practise language

skills learned in the classroom in an environment where learning is a continuous process from Saturday morning to Sunday noon."

One weekend will be held in the fall term and three in the spring, with expected attendance of 35 at each weekend.

Devlin said emphasis will be on the creation of a totally French-speaking environment. Monique Clebant and Meryl Connor, diploma program instructors, will organize each weekend to include formal instruction as well as cultural activities such as plays, films and musical events.

"We hope to invite some French-speaking residents of Greater Victoria as well, so that both students and guests can benefit from the University's Continuing Education Program."

The diploma program is the only post-secondary adult education French program in the Province and was initiated in September, 1971 with the approval of Senate.

## Senate, BOG to study report

The Board of Governors has agreed with a Senate proposal to set up a joint committee to study the implications of the Winegard report on the future of UVic.

The BOG is also writing to Pat McGeer, Minister of Education, to inform him that UVic will have comments to make on the report on university education in non-metropolitan areas of the province.

Meanwhile President Douglas Kenny of the University of British Columbia has taken a strong stand against the report.

The report's chief recommendation calls for the creation of a new division of Simon Fraser University, separately funded, responsible for providing a comprehensive, outreach degree credit program, with university centres in Prince George, Kamloops, Kelowna and Nelson.

It was produced by Dr. William Winegard, former president of Guelph University.

Kenny, in a recent speech, said the report is "simplistic and unrealistic."



# Students ready to squash faculty?

While admitting that the majority of top squash players on campus are faculty members, student Wayne Limbert (Educ-U) feels that students are improving quickly enough at the game to issue a challenge for a faculty-staff tournament this year.

Limbert is supervisor of the intramurals squash program and one of the better players on campus. Last year he went to the finals of the open softball squash tournament, losing to champion "Rocket" Rod Symington (Germanic).

Limbert said if there is enough interest he will arrange a tournament later this year between faculty and students.

"Many of the faculty have been playing for several years, while students began only when the McKinnon Centre was opened in January, 1975," said Limbert, "I think enough students are good enough now to compete with the best players from the faculty."

The first squash tournament of the year will be held next week and Limbert is hopeful that entries will exceed last year when about 30 men and a dozen women entered.

Students, staff and faculty can enter.

The softball tournament for men and women is being held Oct. 13, beginning at 5:30 p.m. The final day for entering the tournament is Friday, Oct. 8.

Players are guaranteed a minimum of two games.

Limbert is also in charge of the squash ladder which has room for 40 men in each of hardball and softball squash and 20 women in each category. There is still room on the ladders with novices starting at the bottom and working their way up as their skills develop.

Limbert said this year he is promoting softball squash, as opposed to the hardball variety which is popular only in North America.

"About the only thing the hardball game has going for it is tradition in this part of the world," he said. "Everywhere else they play softball."

Limbert said the softball variety is better in

terms of developing fitness and it's safer.

He is hoping that this year a city squash league, which includes teams from UVic, Sussex Squash Courts, Racquet Club of Victoria and the Naden Base, will switch from hardball to softball.

"There is talk that Vancouver clubs are thinking of switching and we're waiting here in Victoria to see what they do," said Limbert.

Whether it's hardball or softball, Limbert is definitely sold on squash. He said it's good for developing co-ordination, agility, balance, flexibility, improving reaction time and cardio-vascular conditioning.

"As an all-round conditioner it's far better than jogging for example," he said. "That's why it's so popular on campus."

## Co-op program gets a boost

UVic's Co-operative Education Program was given a surprise boost by Robert Rogers, chairman of the board of Crown Zellerbach, at the recent opening of the Jeanne S. Simpson Field Studies Resource Centre at Cowichan Lake.

Rogers announced the creation for UVic of a new position in the Elk Falls Crown Zellerbach mill near Campbell River, to provide on-the-job education for three students a year, beginning in the summer of 1977.

These students, working four months each, will be paid at the same rate as other employees in their category, while carrying out activities in the mill lab.

Rogers also urged government and business to give "strong support" to the program at UVic.

"While this program provides the students with new insights and considerable practical knowledge of industry, there are equal benefits for the employer," he said.

## sports

Colorful and controversial Jack Donohue, coach of Canada's national basketball team which finished fourth in the Montreal Olympics, is coming to UVic at the end of October to conduct a coach's clinic. Donohue, who coached at the high school and university level in the United States before coming to Canada, will operate the clinic sponsored by athletic and recreational services Oct. 29 and 30 in the McKinnon Centre. Meanwhile, new coach and extramural co-ordinator Ken Shields is continuing to prepare the basketball Vikings for the opening of Canada West Universities Athletic Association (CWUAA) conference play. The Vikings start their schedule with four road games, Nov. 12 and 13 in Lethbridge and Nov. 19 and 20 in Edmonton. The first conference games at home are Nov. 26 and 27 with the Vikings playing host to the University of Saskatchewan. This month the Vikings have lined up inter-squad and grad games and will play the Victoria Scorpions Senior 'A' team Nov. 5 and 6 in the McKinnon Gym. The Vikettes, who went to the CIAU championships last year with coach Mike Gallo, will also have inter-squad and grad games.

Field hockey, cross-country and rugby are featured in three Canada West Universities Athletic Association (CWUAA) tournaments to be held this month, and UVic will be represented at all three. The men's and women's cross country team will travel to the University of Saskatchewan for a tournament Oct. 23. That same weekend teams in women's field hockey and men's rugby will be participating in tournaments at the University of Alberta. The women's field hockey team last year took the CWUAA championship and narrowly missed the national collegiate championship, losing 1-0 in the finals to the University of Toronto.

The finals of the athletic and recreational service's tennis tourney will be played Oct. 7, 8 and 9 on the campus courts. Play began Sept. 22 in men's and women's singles, mixed doubles and men's and women's doubles.

Skiing instructions at UVic? While there is a scarcity of snow on campus, staff, students and faculty can get themselves in shape for the slopes with classes beginning Oct. 7. Instructor Harry Measure will conduct pre-ski fitness classes from 9 to 10 p.m. in the Old Gym once a week for eight weeks. Fee is \$6 and more information can be obtained at the Athletics and Recreational Services office in the McKinnon Centre.

The soccer Vikings are getting in plenty of practice in preparation for defence of the Canadian Inter-collegiate Athletic Union (CIAU) crown. They took the national championship in a tournament at home last year. The team, coached by Brian Hughes, completed a successful summer tour of Hawaii where the Vikings won five games without a loss. They arrived home just in time to participate in the McGavin Cup tournament sponsored by the Vancouver Island Soccer League. The Vikings won their first game, setting up a confrontation with another national championship team, Victoria West, the holder of the national club title. The Vikings were defeated 4-2 in an overtime contest after leading 2-0 at the half. To reach the CIAU finals the Vikings must first win the Canada West Universities Athletic Association (CWUAA) tournament which this year is being held at the University of Saskatchewan Oct. 29 and 30. A week earlier UVic travels to UBC for games.

## Parking jam anticipated

Now that a number of new departments are moving into the new wing of the Clearihue Building, parking problems are being anticipated by E.R. Lloyd, chairman of the traffic and parking committee.

In a memo circulated to faculty and staff, Lloyd says the two reserved lots nearest Clearihue inside the Ring Road ('B'-Elliott and 'C'-Clearihue) are already fully committed and cannot accommodate any significant increase in parking pressure.

In consequence, he states the reserved area of number 2 lot (facing the Campus

Services Building) has been enlarged to withstand the overflow.

"As you are aware, there is no dedication of individual parking spaces and the rule of first-come-first-served will continue to apply."

He urges those who have moved into the wing from Sedgewick continue to park in 'D' lot (Cornett and Sedgewick).

"May I remind all permit holders that their permit does not imply a guarantee of parking space. It confers only the privilege of parking where space is available within the appropriate classification of the permit."

## calendar

### Wednesday, October 6th

7:30 pm  
Meeting, Senate. Commons 205.  
8:30 pm  
Badminton. Old Gym.

### Thursday, October 7th

3:30 - 5 p.m.  
Petch Peeves. Sedgewick Room 4. Students, staff and faculty welcome to see Dr. Petch. Call local 4201 for confirmation of room.  
7:15 pm  
Cinecenta Films. SUB Theatre. Bergman's "Sawdust and Tinsel". (Not open to Public)  
9:15 pm  
Cinecenta Films. SUB Theatre. Introduction to the cartoons of Hollywood. Admission charge. (Not open to the public)

### Friday, October 8th

12:30 pm  
Fridaymusic. MacLaurin 144.  
2:30 pm  
Seminar. Cunningham 1102. Dr. R.S. Freeman, Pacific Biological Station, will speak on "Animal Worms and Your Health".  
3:30 pm  
Meeting, Arts & Science. Elliott 167.  
7:00 & 9:15 pm  
Cinecenta Films. SUB Theatre. "Blazing Saddles". Admission charge. (Not open to public).  
8:00 pm  
Chamber Music Series. MacLaurin 144. Presented by Faculty Members. Admission charge.  
11:45 pm  
Cinecenta Films. SUB Theatre. "The Harder They Come" plus "Flash Gordon's Trip to Mars" serial, Chapter 4. Admission charge. (Not open to the public)

### Saturday, October 9

7:00 & 9:15 pm  
Cinecenta Films. SUB Theatre. "Blazing Saddles". Admission charge. (Not open to public).

### Sunday, October 10

7:00 & 9:15 pm  
Cinecenta Films. SUB Theatre. "The Harder They Come". Admission charge. (Not open to public).

### Monday, October 11

Thanksgiving Day. University closed.

7:15 pm  
Cinecenta Films. SUB Theatre. "Days and Nights in the Forest". Admission charge. (Not open to public).

### Tuesday, October 12

12:30 pm  
Tuesdaymusic. MacLaurin 144.  
4:30 pm  
Lecture, Liberal Arts 305. Cornett 163. Professor T. Morley (Political Science) will speak on "No Change in Canada".

### Wednesday, October 13

4:30 pm  
Poetry Reading. Elliott 167. Mike Doyle will read.  
8:00 pm  
Faculty Recital Series. MacLaurin 144. Admission charge.  
8:30 pm  
Badminton. Old Gym.

### Thursday, October 14

12:30 pm  
Meeting, Fine Arts. MacLaurin 169.  
3:30 - 5:00 p.m.  
Petch Peeves. SUB Upper Lounge. Students, staff and faculty welcome to see Dr. Petch. Call local 4201 for confirmation of room.

### Thursday, October 14

7:15 pm  
Cinecenta films. SUB Theatre. Chaplin's "The Gold Rush". Admission Charge. (Not open to public)  
9:15 pm  
Cinecenta films. SUB Theatre. "Cartoons of Hollywood"—Robert Clampett. Admission Charge. (Not open to public)

### Friday, October 15

12:30 pm  
Fridaymusic. MacLaurin 144.  
2:30 pm  
Meeting, Education. Cornett 112.  
3:30 pm  
Seminar. Cunningham 1102. Dr. W.W. Kay, Bacteriology and Biochemistry, UVic, will speak on "Platelet Membrane Interactions".  
7:00 & 9:15 pm  
Cinecenta Films. SUB Theatre. "Catch-22". Admission Charge. (Not open to public)  
8:00 pm  
UVic Orchestra Concert. MacLaurin 144. James Walker, Conductor. Admission Charge.  
11:45 pm  
Cinecenta Films. SUB Theatre. "Ladies and Gentlemen, The Rolling Stones" plus "Flash Gordon's Trip to Mars" serial, chapter 5. Admission charge. (Not open to public)

### Saturday, October 16

7:00 & 9:15 pm  
Cinecenta Films. SUB Theatre. "The Fortune". Admission Charge. (Not open to public)  
11:45 pm  
Cinecenta Films. SUB Theatre. "Ladies and Gentlemen, The Rolling Stones" plus "Flash Gordon's Trip to Mars" serial, Chapter 5. Admission Charge. (Not open to public)

### Sunday, October 17th

1:30 pm  
Vancouver Island Field Hockey Association. Rebels I vs UVic at UVic.  
7:15 pm  
Cinecenta Films. SUB Theatre. "Rebellion of the Samurai". Admission Charge. (Not open to public)

### Monday, October 18th

1:00 pm  
Meeting, Board of Governors. Gold Room.  
7:15 pm  
Cinecenta Films. SUB Theatre. "The White Shiek". Admission Charge. (Not open to public)  
8:15 pm  
University Extension Association Meeting. Elliott 168. Dr. P. Maxmillian H. Edwards, Department of French, UVic, will speak on "UFOs—The Impact of Alien Contact".

### Tuesday, October 19th

12:30 pm  
Tuesdaymusic. MacLaurin 144.  
4:30 pm  
Lecture, Liberal Arts 305. Cornett 163. Dr. M. Briemberg will speak on "China and Cultural Revolution".

### Wednesday, October 20th

4:30 pm  
Poetry Reading. Elliott 167. Marilyn Bowering will read.  
7:15 pm  
Cinecenta Films. SUB Theatre. "Kamouraska". Admission Charge. (Not open to public)  
8:30 pm  
Badminton. Old Gym.